

# On Course



## NAVY PERSONNEL COMMAND

Bureau of  
Naval Personnel

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### NPC websites will standarize, consolidate during WCMS project

**By JO1 Teresa Frith,  
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Navy Personnel Command (NPC) websites will soon get a new look and feel during the Web Content Management System (WCMS) consolidation and restructuring of the Persnet, StayNavy and intranet websites. The three sites will combine and develop into one website with a public side that is open to everyone and a private side that will be password-protected.

This project came about as a way to revamp NPC's webpages to make sure that they were in compliance with current web regulations and to prevent repetition of information and incorrect data from being put out on its websites. Recent studies of NPC's websites showed over 19,000 pages of information contained in what are effectively 140 different websites, with some pages containing errors such as conflicting information, outdated information, and non-compliance with governing regulations.

"In the past, there has been no control, no management and no guidance on website content as a whole," said Lt. Cmdr. Sandra Amsden, NPC WCMS Project Manager. "The WCMS project will get rid of the old, outdated and incorrect

material and bring all of NPC's webpages into compliance, and give them a common look and feel."

WCMS will refine the process of approval and publishing of web content. "The WCMS project will give all NPC webpage owners a clear chop chain for content on their webpages," said Amsden. "After a content change is made, it will remain in an offline status until approval to go public."

The project has two phases. The first, implementing the WCMS project has already begun. The contract was awarded to Dell Professional Services in March.

The second phase is to establish templates that all NPC webpages must follow,

*(See "WCMS" on next page)*

#### N-MAPS Strategy

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outcomes  
we expect.***

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### News You Can Use

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***Navy makes room in Fleet for new SWOs***

***30,000 more to gain access to 5-Vector model***

***NTMPS undergoes redesign***

***Navy Sea Swap test leaves ship 'in really good shape'***

***Navy takes another measure to prevent identity theft***

***Defense to try new pay system step by step***

***TSP aims to end limits on when employees can alter retirement accounts***

### Recent NAVADMINs

**085/04** Military Child and National Child Abuse Prevention

**084/04** ITEMPO Program Update

**083/04** Asian Pacific American Heritage Month

**076/04** Admin Separation for Commission of a Serious Civilian Offense

**071/04** Navy Performance and Counseling System Policy Change for Reporting Senior SSN

**069/04** Navy Leadership Development Program for Enlisted Sailors

**065/04** Chief Warrant Officer Periodic Fitness Reports

**062/04** Termination of Paper Naval War College

**061/04** JPME I/Naval War College CD-ROM Course

**059/04** FY-04 Change to BAH for Sailors on Sea Duty

## CNP: Diversity in the Navy has new definition

**From Chief of Naval Personnel Public Affairs**

WASHINGTON (NNS) — Diversity in the Navy must go beyond considerations of race and gender to include individual skills and abilities, religious affiliation, age and even one's socio-economic background.

That was the message Chief of Naval Personnel, Vice Adm. Gerry Hoewing delivered last week to the Navy's newest flag officers.

"We've developed a whole new definition of diversity today, one that we think better captures the broad spectrum of talents and abilities our people bring to the fight," said Hoewing. The definition, he said, was simple: Diversity refers to the collection of individual qualities that reflect a person's fundamental nature and contribute to his/her effectiveness, to include race, gender, ethnicity, religion, culture, talents, age, creativity

and socio-economic background.

"Diversity is not just another word for equal opportunity, though that is clearly still a priority for us. Today, it needs to be about much more. It needs to be about the incredible power of the new and different ideas that come naturally from the attributes our people bring with them from society."

Those attributes include culture and background, as well as one's age, education and wealth, explained Hoewing.

"These are the factors that combine to make us who we are," he said. "And because they influence the way we approach problems, they serve to help us make better decisions. And that, in turn, makes us more combat capable."

Hoewing made his remarks as part of a briefing on the Navy's Diversity Strategic Framework at the New Flag Officer Training Symposium, a two-week seminar designed to prepare newly selected and newly promoted admirals for the responsibilities of flag rank.

The framework is a new strategy designed to both broaden career opportunities and raise general awareness of diversity in the Navy. It rests on four pillars: leadership, people, organizational alignment and communication. Under each of them reside specific goals and strategies to embed this new definition of diversity into every facet of Navy life.

For instance, goals under the People pillar include: improving diversity, recruiting and retention; monitoring and assessing diversity advancement and program selection rates, using the results to determine better indicators of success; and sustaining a culture that values diversity through continuous training and education.

"There's not a whole lot more important to readiness, in my view, than our diversity," noted Hoewing. "I am very excited about the effort that has gone into this framework, and I am absolutely committed to making it work. We owe it to our Sailors and to our Navy."

## ... WCMS

then migrate the consolidated, corrected or updated content from all 19,000-plus pages from the old system into the new one. NPC and Dell representatives are currently working to develop the templates that all NPC webpages will follow.

The WCMS project has many benefits for both webpage owners and users. Webpage owners will get a streamlined workflow and approval process, which ensures web content follows current statutes and regulations and improved communication, and allows feedback from users. For users, it brings a standardized look and feel for the NPC websites, correct and current information on hot policy changes or other information important to their careers, and a web system that will be easier to navigate in order to get that information.

"This is a highly cooperative effort amongst all the pillars," said Amsden. "It will make life easier for everyone. There is a lot of valuable information scattered throughout the NPC websites. The trick is to find that good information. The WCMS will allow everyone to access what they need easily, and ensure it is timely and relevant."

## Navy launches new savings program

**by JOCS Katie Suich  
NPC Communications Office**

On April 15, the Navy joined forces with the Consumer Federation of America (CFA) to kick off the "Navy Saves" program. Navy Saves provides Sailors and their families a means of setting goals to achieve financial security. Navy Saves encourages Sailors to set a goal, whether it is debt repayment, home ownership or an emergency fund, and provides counseling on establishing a financial plan to support goal fulfillment.

"The Navy would like to encourage every Sailor to commit to saving at least \$10 a month toward a goal of their own choosing," said Jim Sawhook, the Navy's personal financial management (PFM) program manager at Navy Personnel Command. "Setting and achieving financial goals is essential to a stable and secure financial future. Navy Saves and the Navy's PFM Program can walk Sailors through the

process of establishing a goal and sorting out how to achieve it."

Once enrolled in the Navy Saves program, Sailors will receive a membership card, a one-year subscription to the American Saver newsletter, a fact sheet on the different types of savings accounts, and a free hour of advice from a civilian Certified Financial Planner in his or her community.

America Saves, the parent program to Navy Saves, has enrolled 18,000 savers since its inception in 1968, with a goal of 150,000. The program is sponsored by grants from local and national foundations. There are no administrative fees for Sailors who enroll, and each Sailor controls how their money is saved. This partnership with the non-profit CFA is designed to achieve mission readiness through personal financial readiness.

For additional information or to register, visit [www.AmericaSaves.org/navy](http://www.AmericaSaves.org/navy).